

## ETHICS CHARTER

This Ethics Charter formalizes the values that guide InnovaFeed's activities and each of its collaborator's projects.

InnovaFeed's key values are pioneering spirit, caring, excellence and positive impact. They translate into a strong ethical commitment, including respect for human rights, environmental protection, building a healthy and inclusive organization and professional integrity.

InnovaFeed intends to uphold and promote these values, especially with its partners, suppliers and customers, through this Ethics Charter.

**Chapter 1 – Labor standards and social responsibility**

**Chapter 2 – Integrity and professional liability**

**Chapter 3 – Protection of biodiversity and environmental responsibility**

**Chapter 4 – Respect for the Ethics Charter**

### **CHAPTER 1 – LABOR STANDARDS AND SOCIAL RESPONSABILITY**

#### **a. Prohibition of child labor**

InnovaFeed undertakes to respect the prohibition of child labor under the age of 16 in France and to always respect, within the framework of its activities in a foreign country, the minimum age required by local law.

#### **b. Prohibition of forced labor**

InnovaFeed undertakes to respect the prohibition of forced labor, slavery, servitude or human smuggling.

For this reason, InnovaFeed condemns the withholding of identification or work permits, the requiring any kind of security deposit from employees, or the using any other coercion to force employees to work. InnovaFeed also ensures that every employee has the right to freely accept or cease employment.

#### **c. Prohibition of illegal, clandestine or undeclared labor**

InnovaFeed will not engage in any form of illegal, clandestine or undeclared work.

#### **d. Prohibition of harassment and abuses**

Every collaborator will be treated with respect and dignity. InnovaFeed condemns strongly any form of moral, sexual, physical, verbal or psychological harassment and any other abuse.

InnovaFeed also ensures that each employee respects this commitment, especially through awareness training sessions.

#### **e. Anti-discrimination**

InnovaFeed condemns any form of discrimination (in particular, but not exclusively, on the basis of sex, gender, nationality, religion, age, disability, sexual orientation, political affiliation, trade union membership, social origin, etc). InnovaFeed is committed to inclusion, equality and diversity.

#### **f. Wages, benefits and work hours**

InnovaFeed agrees to pay a regular salary for overtime at the legal rate in force in the country concerned. In the event that the legal rate in force does not allow employees to live in dignity, InnovaFeed undertakes to apply a minimum wage proportionally equivalent to that applied in France, with regard to the standard of living in the said country.

With regard to working hours, InnovaFeed complies with applicable local regulations while not exceeding the thresholds set by international standards such as those of the International Labor Organization.

#### **g. Freedom of association**

InnovaFeed recognizes and respects the right of employees to organize collectively to negotiate or join labor organizations without penalty, discrimination or harassment.

#### **h. Health and safety**

InnovaFeed is committed to ensuring that employees at all of its locations can work safely in a healthy environment. Physical or mental health and safety standards will be at least as high as required by local law.

In order to ensure that this right to a healthy environment is effective, InnovaFeed is committed to taking any additional steps necessary, including the appointment of a person or persons responsible for improving the work environment (including workplace wellness surveys, site safety monitoring, etc.). In addition, presentations are given regularly by the Quality Health Safety Environment (QHSE) team and monthly exchanges on employee well-being are planned.

### **CHAPTER 2 – INTEGRITY AND PROFESSIONAL LIABILITY**

#### **a. Applicable Laws**

InnovaFeed is committed to compliance with applicable national, European and international legislation.

#### **b. Corruption**

InnovaFeed condemns strongly all acts of corruption and the practice of influence peddling.

Thus, gifts and entertainment are acceptable only if they are an expression of courtesy or recognition and are limited in value, offered in a transparent manner, authorized and given in accordance with national law.

#### **c. Conflicts of interest**

Beyond the applicable legal provisions, InnovaFeed expects its employees not to place themselves in a situation that could even potentially create a conflict of interest.

#### **d. Money laundering**

Money laundering can occur when an action is used to conceal the true origin, usually criminal, of money or assets. InnovaFeed prohibits and will monitor any such practices.

#### **e. Competition**

At the national, European, and international level, InnovaFeed is committed to respecting competition laws and to trade fairly. This includes, but is not limited to, unfair recruitment practices or market disruption through abuse of dominance or anticompetitive agreements.

#### **f. Confidentiality**

InnovaFeed is committed to guaranteeing the confidentiality of all information relating to business or professional secrecy communicated in the course of its activities. To this end, InnovaFeed regularly educates its employees through mandatory training and ensures that confidentiality agreements are systematically signed beforehand.

### **CHAPTER 3 – PROTECTION OF BIODIVERSITY AND ENVIRONMENTAL RESPONSIBILITY**

#### **a. Protection of biodiversity and environment**

InnovaFeed aims to help protect the environment by developing a more natural and sustainable food system. InnovaFeed's business is also characterized by an industrial symbiosis model that significantly reduces its environmental footprint.

InnovaFeed's activities thus have many virtuous outcomes:

- the reduction of CO<sup>2</sup> emissions by at least 55% and 83% compared to premium fishmeal and vegetable oils respectively;
- the preservation of 250 kg of forage fish per ton of fish fed with insects;
- the preservation of 210m<sup>2</sup> of arable land per ton of insect-fed poultry;
- a Life Cycle Assessment (LCA) showing an environmental performance equivalent to 45,000 tons of forage fish and 600,000 m<sup>2</sup> of arable land protected per year;
- a saving of 57,000 tons of CO<sup>2</sup> per year for the Nesle plant.

#### **b. Protection of animal welfare**

InnovaFeed attaches great importance to animal welfare, which is why an Animal Welfare Charter is in force within the company and freely accessible on its website ([www.innovafeed.com/nos-engagements](http://www.innovafeed.com/nos-engagements)).

### **CHAPTER 4 – RESPECT OF THE ETHICS CHARTER**

Compliance with the Ethics Charter is conditional upon each InnovaFeed employee adopting ethical behavior that complies with the principles and values described above.

Therefore, any violations of the Ethics Charter, as well as any behavior prohibited by the applicable legislation, may be brought to the attention of the whistleblower referent instituted within InnovaFeed, in accordance with the national legislation for the protection of whistleblowers.

The whistleblower referent can be contacted at the following email address: [alerte@innovafeed.com](mailto:alerte@innovafeed.com). InnovaFeed is committed to ensuring the confidentiality of the whistleblower's identity.